

From the Editor



Certain interested parties have lately made the argument that research, because it is so important to Canada's global future, ought to be

concentrated in the hands of a few large institutions. (In this province, spokespersons for UBC, SFU, Royal Roads, UVic, and UNBC have urged their more deserving status. Across the country, the so-called Big Five have done the same: U of T, U of A, McGill, UBC, Université de Montréal.) The claim is made that that these institutions are already the best equipped—both materially and intellectually—to advance scientific and technological knowledge. If we spread government funding around in a more egalitarian fashion (in the view of these lobbyists) we will impede the current of academic activity in this country and slow the acquisition of knowledge.

Quite apart from its obviously self-serving intent, the argument is foolish for a number of reasons. At a purely logical level, it seems a fine example of the fallacy known as affirming the consequent. Just because results cost money, it does not follow that money produces results. Thus to grant the large research universities a bigger share of the

available funds does not guarantee bigger discoveries. All it guarantees is that the smaller universities will have a smaller share, or perhaps no share at all.

Socially and politically, the argument is also ill-advised. As with the fabled brain-drain to the United States, one consequence of designating the handful of large universities in this country as hubs of research activity would almost certainly be to rob other institutions of their best, brightest, and most ambitious academics. It would not be long before the reputations of these institutions declined in the popular perception, and that perceived decline would itself accelerate the downward spiral towards mediocrity. Once such a process were set in motion, the haves and the have-nots would steadily diverge. Their divergence would be almost impossible to reverse.

One senses intuitively as well that the most fruitful intellectual work of which humans are capable has not come exclusively, or even predominantly, from the most affluent think-tanks, laboratories, or research consortiums. On the contrary. Wordsworth and Coleridge invented British Romanticism on a slender budget while climbing hills and admiring daffodils. Marx and Engels did their best work walking the streets of Manchester, or holed up in the British Museum, where

admission was free. Pierre and Marie Curie toiled away in a private, unheated Parisian lab. The *Oxford English Dictionary* was produced in a shed. Banting and Best discovered insulin in facilities at the University of Toronto, theirs merely on loan during the director's vacation. Watson and Crick also worked by themselves in rather cramped quarters at the Cavendish Laboratory. Moreover, as Olav Lian (who knows a lot about these things) has pointed out, even Cheech and Chong got their start without major funding, without a research team, and in relative

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obscurity. It seems that the partnerships of brilliant minds can happen anywhere. They can neither be predicted nor forced.

Indeed, it also seems that when research is organized and politicized—when advances are rewarded with cash and prestige—those advances tend to grow more modest, more cautious, more compatible with the direction of the political winds that blow. Cancer research is a case in point. Better, it is believed, to make a small, incremental contribution than to risk failure. Better to add one well-positioned brick to the edifice than to be the lone maverick who aims at a breath-taking breakthrough that doesn't quite cut the mustard. Well-funded as it is, cancer research has yet to win a decisive victory.

Research requires expensive equipment—no doubt about it—and no one would advocate that every small university should have its very own particle accelerator. On the other hand, no one can say how many small groups of dedicated people are working together on new and daring ideas outside the orbits of the University of Toronto, the University of Alberta, McGill, Université de Montréal, and the University of British Columbia. Such people require and deserve a measure of encouragement and recognition. They are also entitled to the tools of their trade, whether these consist of laboratories, libraries, or lancets. In short, in my view, the way to enable Canada to be the intellectual powerhouse that it aspires to be is not to bet the farm on a few prominent players, but to cast the net in a wide arc. Canadian universities, large and small, are full of energy and ideas. Ours is one of them. Welcome back, everyone, as we look forward to an interesting year.

Hilary Turner

From The FSA President



Welcome back!

Over the summer, we seem to have morphed from a *new* university into a *young* university. I'm not sure whether this change of label is intended to cast us in a better light, or is simply another means to distinguish us from the *older* universities. Unfortunately, it still reflects the notion that we are different in some way. The concern with how we are different seems to be greatest among those representing the universities that are bigger and older; in fact, they have taken extraordinary steps to ensure that what distinguishes them does not go unnoticed.

This was the summer when the Presidents of the universities that became known in the news articles as the Big Five solicited media coverage to ensure everyone understood not only the differences, but also the benefits of fostering the differences between teaching-intensive and research-intensive universities (Our universities can be smarter. *Macleans*, July 28). According to their spokespersons, the differences between the two types of institutions are neither small, nor insignificant—on the contrary, these differences appear, at times, to be critical to our economic futures. The consensus seems to be that because money is limited, we should recognize, if not celebrate, our differences and distribute funds, especially research funds, accordingly. One suggestion was to channel research funds into only a few of the big universities, who would bear sole responsibility for teaching graduate students. It comes as no surprise that the position taken by

these presidents was not well received by the many others who were not included in their list of the deserving. Perhaps because as many pointed out, research not only happens at smaller colleges and universities, but when it happens, it often *does* make an important difference and is worthy of funding (see our article written in response to a May 20th article in the Sun newspaper). Others, such as Margaret Wente, drawing on the account of Rod Clifton at the University of Manitoba, have written less flattering accounts of what happens to teaching when research becomes the priority (Want to know why professors don't teach?, *Globe and Mail*, September 19). Despite her very critical comments about the money spent on funding research, she does make the point that the reward system of universities is not based on good teaching, nor on producing graduates efficiently and quickly: instead, it is based on producing tangibles like books and articles. She views this as a scandalous waste of money on “unsuccessful efforts to educate students who fail to graduate”. For us at UFV, we face the challenge of developing a reward system for ranking and promoting faculty that does not privilege the production of publications over the production of well-educated graduates. Like most others in post-secondary education, we are experiencing increased enrolments—recessions tend to have this effect. And, like most others in post-secondary education, we find that many of our students do not graduate. We share with the other universities and colleges many concerns regarding enrolment, engagement, graduation, and research funding.

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At the end of the day, whether we are called new or young or teaching-intensive or regional, it is up to us to define the University of the Fraser Valley.

Meetings

FSA Annual General Meeting (AGM)

Held in Chilliwack in May, our AGM was well attended. We have some people who are either new to the Executive of the Faculty and Staff Association (FSA) or who are in new positions on the Executive. Our new Secretary-Treasurer is Sean Parkinson of the Economics Department. Wendy Burton, Director of Teaching and Learning, is our Agreements Chair; Molly Ungar of the History Department is our new Faculty VP; and Kathy Gowdridge of Faculty Reception, is our new OH&S Co-Chair. We were fortunate in being able to fill all our executive positions for this next year.

FSA Federation of Post Secondary Educators (FPSE) AGM

Also in May, twelve of our executive members attended the Federation of Post Secondary Educators (FPSE) AGM in Victoria. Responses to changes to the College Pension post-retirement benefits were discussed, elections for executive committee members were held, and many resolutions from the standing committees of FPSE were presented for consideration. The membership resolved to fund an *independent and professionally developed* survey for active and retired members on current pension issues; to encourage locals members to make the provision

of childcare in the workplace a priority during this bargaining year; and to work to ensure that the public and provincial governments understand the value of financing and protecting post-secondary education during recessionary times. We also voted in favour of commissioning a history of CIEA/FPSE. We have been encouraged to include a history of the FSA. Of the many educational workshops provided, one very popular one was given by our own Darryl Plecas, who was invited to speak about his work on crime and perceptions of crime.

FSA Retreat at Harrison

In June, at the FSA retreat, we held our first meeting of Executives for this year. We discussed plans for the upcoming year, and identified concerns regarding the Academic Appeals Policy (310.01). Last year, our work with Management on the Instructional Complaint Policy resulted in the policy being expunged. We anticipate that our collaborative work on the Academic Appeals Policy will result in a more effective policy and set of procedures – one that eliminates frivolous complaints against faculty, and ensures a fair and speedy process.

Collective Agreement Issues

Faculty Ratio Target Levels

Although May and June are our busiest months, the slow-down was just barely noticeable throughout the rest of the summer. We have been working with the Administration to restore the *Faculty Ratio Target Levels* (see Article 12.9.a.i) so that no more than 25% of all sections taught at UFV are taught by sessional instructors. The Employer has a long way to go to meet this contractual

obligation; however, I'm happy to report we are making slow, but steady progress in this direction, largely due to the dedication and hard work of our Faculty Contract Administrator, Curtis Magnuson. Over the summer Curtis and I improved the status of at least 13 of our long time members.

Individual's Probationary Evaluation Committee (IPEC)

As a result of expressing our concerns with this process, the VP Academic, Dianne Common began the work of constructing a survey to evaluate the process. The link to this survey was sent to faculty members twice, first in Spring and then again in the Fall, in an effort to maximize participation. Currently, we have a joint subcommittee of LAM evaluating the results, and we'll be presenting them to faculty as soon as possible.

All in all, the work never seems to let up in the FSA office; perhaps, because where most institutions have three unions, we have one. Our strength comes from the team of executive members we have working diligently and collaboratively on behalf of faculty and staff at UFV. This semester is the run-up to bargaining. Our contract expires in March 2010. Our goal is to keep you informed on the important work being done by our bargaining team. You have been actively involved in guiding our work in the last year, and I encourage you to continue to provide us with direction and feedback.

Rhonda Snow

From the Agreements Chair



I took on the responsibilities as your Agreements Chair at the FSA retreat in June, 2009. Since then, I have sat on the sidelines as my colleagues in the FSA have completed work on three outstanding issues from the previous FSA year.

As I observed their work, I considered the role of Agreements Chair. What is it I am to do for you over the next year?

The Constitution (Article 30) specifies the Composition, Constitution and Duration of the Agreement Committee, and the role of this committee in Policy Matters.

The Agreements Committee is composed of two members from the Association and two from the Employer. One of the members from the Association is the Agreements Chair. Usually, the negotiator of the current agreement sits on this committee if he or she is a member of the FSA executive. In the absence of the negotiator of the current agreement, the FSA executive has concluded that our current Contract Chair – Virginia Cooke – will participate on this committee.

The contract administrators – Heidi Tvette and Curtis Magnuson - interpret the contract for our members. The Agreements Chair is the person to whom the employer directs questions to do with either general interpretations of the Collective Agreement, or questions to do with clarification of articles. The Agreements Chair also makes recommendations and decisions on amendments, grievances, and policy matters under consideration by the Employer.

The Administration has a contractual obligation to provide the Agreements Chair (and therefore the Agreements Committee) with all information relevant to the implementation of any proposed policy.

In a good year, therefore, I expect that the Agreements Committee will not meet to engage amendments to the Collective Agreement, grievances, and policy matters under consideration by the Employer.

The constitution also specifies that the Agreements Chair has a responsibility to attend Labour and Management (LAM) meetings with the President of the FSA. I attended my first LAM meeting last week as Agreements Chair. Virginia Cooke, Rhonda Snow, and Curtis Magnuson are also at LAM meetings.

I am continuing in my role as a member of the Education Policy Committee of FPSE, an important committee that meets twice in a calendar year. This committee gives me the opportunity to hear about emerging and pressing issues to do with education policies at all of our sister institutions. At times, these meetings serve as a distant early warning and at other times they provide answers to perplexing questions about governance and academic matters.

And that's the fine print regarding the duties of the Agreements Chair. I look forward to working on your behalf over the next year. I check my email regularly, and I can be reached the old-fashioned way – by telephone – at either local 4627 or 2413.

Wendy Burton

***New on our
FSA
Website!***

Paul Wells, **“Our Universities Can Be Smarter”**
(Macleans 28/7/09)

Margaret Wenthe, **“Want to Know Why Professors Don't Teach?”**
(Globe 19/9/09)

Clifford Orwin, **“The Prof's Life is No Haze of Mint Juleps”**
(Globe 23/9/09)

From the Faculty Contract Administrator



Sometime in the spring, at a hastily called meeting between the FSA and the Administration to discuss the University's proposed budget, a member of the Board *volunteered* the information that the University might not be in compliance with the so-called 75/25 rule. Looking the gift horse squarely in the mouth, I *countered* that Article 12.9(a)(i) is not an abstract rule; rather, it is an enforceable Article in our *Collective Agreement*. After everyone present recovered from my temporary lapse in manners, we agreed that this should be discussed at the next Labour and Management (LAM) meeting.

At the May LAM meeting, I brought up the topic, proposing that one way to address the imbalance would be to improve the employment contracts of faculty members who are less than full-time. President Bassford seized upon this and committed to doing something for these part-time faculty. Skip promised the FSA that all would be revealed at his last LAM meeting in June. He even promised to come to the meeting with champagne. Skip did come to the June LAM meeting with champagne (although without Dianne Common); however, the meeting came and went without anything being revealed and, once Skip departed the scene, it was a bit dicey trying to get an answer from anyone in Administration on the status of the plan.

When Rhonda Snow and I met with them to discuss the matter, some faculty members had already had their contracts improved without so much as a peep from the Union. Their names were barely uttered before a full-time employment contract was offered. For others it was a bit more of a struggle: a one-course improvement for this person and none for that one; two for this guy and one for that gal. It was a bit puzzling trying to figure out on whose behalf I needed to advocate. For a very few, it was like taking candy from a baby. The Administration gave in without so much as a whimper. But for others, well, it felt a bit more like pulling teeth—big teeth with deep roots.

It should be pointed out that this provision is contained (sort of) in the *Collective Agreement*, which reads at Article 18.17: "*If a part-time Type B faculty teaches above their regularization percent for a period of three consecutive years the faculty member's Type B contract will be elevated to the average workload of the three year period.*" It's completely discretionary, of course, and the exceptions are numerous. But, boy, did it ever feel like they were giving away the farm. I guess like the Sports and Entertainment Centre's new timepiece, all those summertime renovations cost more than you'd imagine.

At any rate, on September 1st, 8 part-time faculty members received full-time employment contracts and another 5 received improvements to theirs. I doubt the FSA will get any mention in the appointment letters sent out to those whose contracts were improved, but they wouldn't have come about without our concerted and considerable efforts.

Now it's time for the Administration to recalculate where we sit with respect to the 75/25 rule and try to do something about the miserable plight of UFV's sessional faculty.

Curtis Magnuson

We invite you! ...to a 'Pension Presentation'

Weldon Cowan, FPSE Pension Trustee, will be delivering a presentation on the latest pension issues — in particular, the retirement benefits and the inflation adjustment account. If you are interested in attending, here are the details:

Date: Tuesday, October 27th

Time: 2:30pm (for approx 1 hour)

Location: Abbotsford Campus, Building C Room 1429

**reservations are not required.*

If you have any questions,
please feel free to contact the
FSA office at local 4530

From the Staff Contract Administrator



First off, I'd like to say welcome back!

I hope everyone had an enjoyable summer and much deserved break.

This summer continued to be extremely busy with several new projects added to ongoing issues.

Over the summer, I was asked by SAC members, FSA members, and internal applicants to observe ongoing Selection Advisory Committees (SAC's). As I did so, SAC members asked a lot of questions with a view to clarifying the process. For the benefit of those who are thinking about serving on a SAC, I thought I would answer a few of the common questions.

If this is my first SAC, how do I know what to do?

Each new member to an SAC is provided with a copy of the "Selection Advisory Committee Procedures". This document is intended to assist members, whether appointed or elected, in fulfilling their responsibilities. The Chair of the SAC should also review these procedures at the first meeting of the SAC to ensure that all members understand the process. If further questions arise, members can contact either Employee Services or the FSA for further clarification.

What types of situations would cause a "Conflict of Interest" for an SAC member?

A member could be in a conflict of interest and should disqualify him or herself for the following reasons: when a relative has applied for the position, when a close friend has

applied, when he or she may gain an employment advantage through selecting a particular candidate, and when a supervisor will be participating in an SAC for a position unrelated to his or her area of supervision and an employee he or she is supervising is a candidate for the position.

What happens if an SAC member is in a conflict of interest?

SAC members are expected to step aside from an SAC when a conflict of interest results from their participation.

Who can bring a grievance?

A grievance can be brought to the FSA's attention by an internal candidate, a member of the SAC or any other FSA member. The FSA would investigate and decide whether there are grounds to take the grievance forward.

If I am an SAC member and a grievance is initiated, what is expected of me?

SAC members should be aware that any possible grievance pertaining to a particular SAC is not against individuals on the SAC but against the process of the SAC and the University of the Fraser Valley. If there is a grievance, members may be required to report their opinions of the SAC process to the Contract Administrator as well as to turn in any notes made during the process.

As an SAC member am I required to contribute to setting the criteria?

Yes, all members of the SAC participate in developing the criteria. Generally, setting the criteria is first done individually and then by the group

until the criteria are agreed upon. It is also important to identify if a criterion is "required" or "preferred".

As an SAC member am I required to contribute to developing the questions?

Yes, all members of the SAC participate in developing questions. All members of the SAC should also understand the questions so that they would recognize acceptable answers to the questions and be able to rate the responses.

How do the interview questions tie in with criteria that have been developed?

Interview questions should be linked to the criteria that were developed. When ranking candidates you are ranking them against the criteria; therefore, it is important to make sure that you have questions that allow you to judge a candidate against the criteria.

When shortlisting candidates, do internal applicants automatically receive an interview?

No, internal candidates need to meet the minimum criteria required for a position. If an internal candidate meets the minimum criteria then he or she would be shortlisted. Where there are four internal candidates that meet the minimum criteria, these candidates will be considered to constitute the first round of interviews.

If I am unclear on a candidate's answer, can I ask a follow up question?

Yes, if a candidate has provided an answer that you may not understand or need clarified you can ask a clarification question. In addition, members of an SAC can also ask clarifying

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questions that may arise out of an applicant's résumé.

What do I need to take in account when ranking candidates?

The SAC looks at four factors when ranking candidates: résumé, interview, evaluations and references.

As a member of the SAC, do I get to look through the evaluations of applicants?

No. The Chair of the SAC is responsible for checking any evaluations that may be on file. The Chair generally gets to take a look at the summary sheet of the evaluation and then reports to the SAC. The Chair doesn't report specifics of the evaluation but the general tone of the evaluation.

Where to find me

If you have any questions or would like to stop by the FSA office please feel free to do so. I can be reached at local 4593 or you can find me in B377. I am in the Abbotsford FSA office Monday through Friday, and upon request I am readily available to meet with members on another campus.

In addition, in order to more easily facilitate communication with members while out of the office, I can also be reached at 778-808-0917.

Heidi Tvete

From the Staff Vice-President



Welcome back everyone!

Now that students are settling in and classes are in full swing it is time to spend some time on issues and activities within the FSA. This coming fall and winter will be extremely busy and hopefully very productive as well. I will be working on the following committees representing our staff interests:

- Full executive meetings. These meetings are held regularly and are a way for the full executive to discuss current and upcoming issues that affect everyone.
- Finance and Administration meetings. This committee is a group of 6 executive members that deal with the day to day operations of the FSA office and handle all the financial discussions and decisions that relate to our budget.
- Bargaining Committee. At this committee we are working on reviewing the current Collective Agreement; this is a long process that will take the time and expertise of many. Our current contract expires March 31 2010.

In addition to these, I am participating in some FPSE-sponsored events that are directly related to bargaining. I am learning as much as I can, as this year is going to be a very important one for all of us. Negotiating a fair agreement does not happen by magic: it requires all of us members to do some homework. It is very important that we all take some time to review our agreement and if there is a clause or section that is of concern or interest please send along your comments to me so that it can be included in the discussions that will be happening this fall. Thanks to those of you who have sent me some ideas—those are on the list of discussion items thus far. But for the rest of us... I cannot speak on your behalf if I do not know what your concerns are or what you would like me to take forward.

As always I am available to chat, so email me or pop by my office when you have a moment.

Happy fall and happy collective agreement reading!

Isabel Hay

From The Contract Chair



No sooner were we all digesting the news from finance minister Colin Hansen that our salaries are frozen, and that

UFV will somehow have to shoulder the increased cost of our MSP premiums without any corresponding budget, when it suddenly may have dawned on us that the harmonized sales tax isn't going to be free to universities and colleges either—and that it's going to cost us personally as well. In one way all this makes my job easy: salary increases can't really be an issue, and I don't have to worry about disappointing my constituents because there's little chance of pleasing anyone in the absence of more money. At the same time, my job becomes significantly harder because we need to focus our energies on what is possible and necessary, regardless of the financial climate.

I do not anticipate formal bargaining sessions until January. After the forums for faculty and staff last spring, the Contract Committee met, reviewed the responses, reviewed the contract, and made some initial determination of which kinds of items needed obvious changes and which involved the need for further consultation. I am currently working on the first draft of a survey which will be distributed online to all employees. After the Contract Committee and the FSA Executive have reviewed (and no doubt revised) the survey, we will distribute it for your response. Please do respond so that we can incorporate your priorities and comments into our bargaining package before we take it into

negotiations. FPSE has volunteered to provide the mechanics of distributing the survey. Even if we do take them up on it, rest assured that the only people with access to your responses will be the FSA elected executive.

The survey will pose some difficult questions—after all, there's no point in asking you how important a raise is. For example, both faculty and staff have called for some improvements in educational leave and sabbatical provisions. The survey will ask each group how high a priority this issue is, and pose a couple of possible choices for supporting these initiatives. Or, to take another example, faculty might be asked about what possible trade-offs they would be willing to consider in order to reduce the number of courses in a teaching load.

Meanwhile, in preparation for the work ahead, the committee will be attending two in-house bargaining workshops at the end of September, and I will be attending a FPSE full week-end series of provincial meetings October 2nd through the 4th.

Rank and Tenure. The joint committee on rank and tenure last met for a full day at the end of June. Within two further meetings in October, we should be ready to issue a report to faculty with our suggestions for an outline of a possible system for UFV. We expect some lively responses and the FSA will schedule some faculty forums in order to discuss these issues.

The academic year, planning and overloads. The LAM (Labour and Management) committee and then the Agreements Committee, in their spring meetings, considered (among other things) two issues: the co-ordination of academic planning with the “academic year,” and clarification of the contract language on faculty course overloads.

The academic year, beginning in September in universities, does not coincide with the fiscal year, which begins in April. When UFV introduced the spring (and then summer) semester, the administration approached the new offering rather tentatively, unsure of how the experiment would go. The first spring semester was offered on a sessional teaching model, and only in the past three years has the spring/summer semester begun to function as an actual term in a three-term year, with faculty counting courses as part of their regular teaching load. Yet the planning and funding for the semester have remained tied to the fiscal year. This can cause difficulty both for administration and departments. The FSA agreed that shifting the yearly plans so that they began in September was a reasonable request (in effect, most departments try to plan fall and winter in advance of the summer semester anyway), and we have signed a letter of agreement to this effect. Consistent with that planning, payment for faculty overloads will take effect after the regular teaching load has been fulfilled. This language will be folded into the new contract when it is negotiated. The letter reads as follows:

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Beginning September 1, 2010 UFV will move to coordinate the assignment of faculty workloads with the academic year which aligns with the fall semester (September 1).

Regular faculty work plans are normally developed and approved for each academic year. Faculty whose work plans include requested overload sections will be paid for overload sections once they have fulfilled their regular workload requirements for that academic year.

The administration is currently working out a plan for the transitional semester, as the “old” planning and payment for overloads will overlap with the “new” system.

The second matter concerns overloads as well. Our collective agreement stipulates that faculty can teach up to three overload sections, provided that the rights to such work as outlined in article 18 are observed. The wording of the agreement, leaving departments to assign additional work, has allowed possible misunderstanding, particularly in conjunction with summer semester, and with the number of overloads that can be assigned for the year and in any one semester. The Agreements Committee has signed a letter clarifying the original intent of the clause. This clarification of Article 18.16 reads as follows:

Step 6

Type B Faculty with one overload shall be offered a second overload by seniority, provided that they are qualified, AND THEN each Type B Faculty with two overloads shall be offered a third overload by seniority

(provided that they are qualified). *Only in exceptional circumstances, and with the approval of the Dean, will faculty be assigned more than three overloads in any academic year.*


Step 8

All remaining sections will be assigned at the discretion of the department *and in consultation with the dean of the area.*

I want to thank you for your many suggestions regarding the contract and for negotiations. Outside the forums, many faculty and staff have emailed ideas and questions, or have met with me. Don't hesitate to contact me or any other member of the contract committee (Molly Ungar, Isabel Hay, Curtis Magnuson, Heidi Tvete, Jeff Chizma).

Despite the grim economic forecast, the government's attack on the arts, the prospect of Olympic fall-out and—well, you fill in your own list—there are some reasons for optimism. Our enrolments are up, and even the Liberal government cannot deny that we need to support these students. Our new university president certainly seems open and straightforward, and willing to operate in the tradition of cooperation which has long characterized this institution. And let's be honest: except for the two or three colleagues who really get on your nerves, you work with some intelligent and compassionate people. I'm guessing we'll all get through this together.

Virginia Cooke



June 4, 2009

LETTER OF AGREEMENT


Right to Overloads When Regular Workload is not Fulfilled

Beginning September 1, 2010 UFV will move to coordinate the assignment of faculty workloads with the academic year which begins with the fall semester (September 1).

Regular faculty work plans are normally developed and approved for each academic year. Faculty whose work plans include requested overload sections will be paid for overload sections once they have fulfilled their regular workload requirements for that academic year.



Diane Griffiths,
Associate Vice President, Employee Services



Virginia Cooke,
Contract Chair

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Slicing the Research Pie...

Below, we reproduce two “union-style” responses to recent articles in the *Vancouver Sun* (20 May 2009) and *Maclean's* (28 July 2009). Both original articles presented the argument that the established research universities in this country were deserving of a disproportionate share of federal funding. (Copies are available in the FSA office.) The first response was drafted by Olav Lian, Rhonda Snow, and Hilary Turner, and submitted to the *Sun*. (It has not yet appeared in print.) The second, by James Turk, Executive Director of the Canadian Association of University Teachers, appeared in the *Montreal Gazette* on August 28th. As we follow the debate, we invite the comments of FSA members.

Editor,
The *Vancouver Sun*

In August of 2008, an amendment to the Universities Act created a two-tier system in post-secondary education in this province, drawing a formal distinction between “Research and Doctoral Universities” on the one hand, and “Special Purpose Teaching Universities” on the other. Now, as the anniversary of this legislation approaches, as representatives of the latter group, we would like to respond to a statement published in this newspaper, “Investment in Universities Leads to a Skilled Workforce” (*Vancouver Sun*, 20 May 2009). The statement was co-authored by members of the former group—the presidents of the Faculty Associations of the Research Universities: UBC, UVic, SFU, UNBC, and Royal Roads, as well as by the President of the Confederation of University Faculty Associations of BC.

We endorse the main premise of their argument. Because universities enhance the skills, awareness, and creative potential of the population in general,

we agree that they should be appropriately funded by government. We further agree that critical thinking, analysis, and research skills are among the most valuable properties of an educated citizenry, and constitute benefits that deserve financial encouragement, and that are likely to repay government investment with long-term economic gains.

We respectfully disagree, however, with the writers’ implication that the “Research and Doctoral Universities” are “unique” in their ability to disperse the social and economic benefits of higher learning. In the first place, in addition to maintaining close connection with the communities they serve, the Special Purpose Teaching Universities have long exhibited a willingness to engage in partnerships with the private sector. One such example is Kwantlen Polytechnic University, which operates a Learning Centre in the Phoenix Society for Drug and Alcohol Recovery. Another is the University of the Fraser Valley, which has received significant funding from the Victoria Foundation to study Fetal Alcohol Spectrum Disorder. In addition, trades and technology programs at smaller universities throughout the province are thoroughly integrated with leading corporations in industry, and have long appreciated the mutual benefits, and the benefits to the province, of such an arrangement.

Moreover, research at these institutions is also routinely supported by government agencies. To name a few of many examples, Vancouver Island University makes use of funds from the Canada Foundation for Innovation for agricultural research; Thompson Rivers University houses a new Master’s degree in Environmental Science anchored by a Canada Research Chair; Kwantlen Polytechnic University has accepted a million-dollar federal grant to study ways of preventing young people from entering

criminal gangs; and the University of the Fraser Valley has an RCMP Research Chair in Crime Reduction. It is simply not the case that the Research and Doctoral Universities are the sole custodians of the public benefits of research.

In the second place, we would argue that the vast majority of university students complete their education with an undergraduate degree—a BSc, BA, or a diploma or certificate in a trade, or in one of the applied arts such as Criminal Justice, Dental Hygiene, Early Childhood Education, Fashion Design, Information Technology, and the like. Thus, it is in graduating students who are ready and eager to enter the workforce that the “Special Purpose Teaching Universities” make a solid and irreplaceable contribution to the economic health of our society.

Obviously, young people with paying jobs contribute through their taxes. Educated young people with paying jobs contribute in other ways as well. They pass on their commitment to education to their own children. They are in a position to appreciate the discoveries and innovations of other educated people and to read and interpret their scholarship. Their judgment is in itself a social resource. Since it is neither possible nor desirable for everyone in a society to have a PhD or to engage in original research, it is doubly important that the majority of adults in this province should recognize the value of higher education.

Finally, we would like to stress that the relationship between teaching and research at the Special Purpose Teaching Universities is no different in kind from that advocated by the larger institutions. Like them, we insist upon the interdependency of these two academic responsibilities. We join with them in urging that government funding be directed toward research in a

...Let's Not Cut Our Fingers

way that is not tied to specific practical results but that simply enshrines intellectual curiosity and free enquiry as basic social goods. We do not believe, however, that entitlement to funding should be predicated upon the distinction enshrined in the amendment to the University Act. University funding, in other words, should not be a matter of competition in a zero-sum game. All the universities of British Columbia—both “Research” and “Teaching” are engaged in a similar project, and all are deserving of the same attention and respect.

~Hilary Turner, Olav Lian, Rhonda Snow

Montreal Gazette, August 28, 2009

There is a fundamental crisis facing all of Canada's universities and colleges today, and that crisis is chronic under-funding. Most institutions understand this, as do students and their families, but the point seems to have been lost on the presidents of the so-called “top five” (the universities of Toronto, B.C., Alberta, McGill and the Université de Montréal). Instead of demanding much-needed investment in post-secondary education and academic research as a whole - or a bigger pie - they want a bigger slice of the existing pie for themselves at everyone else's expense.

The real problem is obvious. In the early 1980s, the federal government contributed one-half of one penny of every dollar earned by the Canadian economy to post-secondary education. Now, the federal government contributes less than two-tenths of a penny. Just to bring us back to the funding levels of the early 1980s would require an additional investment of more than \$4 billion per year.

But rather than calling for a solution to the real problem, the top five university presidents say they want a bigger share of

existing research money and graduate student education, and that other universities should focus on undergraduate education. Only this, they argue, will help Canada raise the international standing of some of its universities.

A disturbing implication of their proposal, of course, is that undergraduate teaching is somehow a lesser activity, to be carried out in institutions without a serious focus on scholarly work and research.

University of Toronto president David Naylor says we need more “differentiation” among universities. He says we need to move away from what he calls the “Canadian way” which he says has been to “open the peanut-butter jar and spread thinly and evenly.”

Nothing could be further from the truth - there is already significant differentiation among institutions. Resources might be spread thinly due to underfunding, but they are not spread evenly. Naylor's university alone already gets about 15 per cent of all research funding in Canada. Together, the big five already get about 40 per cent of the total available funding, and award about 45 per cent of doctoral degrees.

We have an incredible diversity of institutions. The University of Toronto is huge - 50 per cent larger than any of the others. There are a dozen universities that have more than 25,000 students; a slightly larger number with 15,000-25,000; another eight with 7,500 to 15,000 and more than 50 with fewer than 7,500 students. Then there are Canada's many and diverse community colleges, technical institutes, art colleges, and polytechnics.

Unlike in the United States, almost all of these are public institutions at which there is an assurance of decent quality. Whatever university or public college a student chooses, they can get a good education.

Talented scholars and researchers can be found in all our universities. Some prefer teaching in small, undergraduate-focused institutions. Others prefer universities in certain locations or with unique traditions. Still others want to be in large centres, especially if their scholarly work requires the equipment and resources found only in large institutions.

The recent Research Assessment Exercise in Britain evaluated departments, not universities, to determine which were “world class.” Excellence was found to be distributed much more widely among universities than expected. The same would be true in Canada.

Redirecting our already scant research funding away from everyone but the “top five” universities would have devastating consequences. Diminishing graduate education everywhere but these institutions would weaken the quality of the others.

And if implemented, it's likely many faculty would look to the U.S. or Europe where their scholarly work could be supported with research money and graduate students, something already happening because of the federal government's recent decision to slash funding for Canada's three research granting councils by \$147.9 million.

It's time for the presidents of all of Canada's universities and colleges to band together and press the federal government for the investment that will address the real crisis in post-secondary education today - serious underfunding of all universities and colleges. It's unfortunate that the “top five” have instead chosen such an insular, short-sighted and potentially destructive approach.

~James Turk

From the F.P.S.E. Non-Regular Employee Co-Chair



Although it may be difficult to tell by the weather, fall has arrived and that signals the beginning of a new school year. If you are a returning sessional, I would like to welcome you back, and if you are new to UFV, welcome to the University of the Fraser Valley!

For those new to the school, I am the Non-Regular Employees Chair on the Faculty Staff Association Executive, which means that I represent the interests and concerns of sessional faculty and staff (all of the non-regular folks) here at UFV. I myself am now starting my third year as a sessional instructor here, and could not be more pleased to be returning for what should prove to be an exciting year.

What makes this year particularly interesting for UFV is not only that this will be our second year as a full university, but it is also the last year in which the current contract between the faculty and staff, and the University board remains valid. This contract (known as the Collective Agreement) has been in effect since April 1, 2007 (no fooling), and will end on March 31, 2010. This means that this is a bargaining year here at UFV, and will mark our first opportunity to bargain as a full university. Also a first for UFV is that the bargaining committee must now include representation for non-regular employees, and I have been asked to provide this representation. As this will be my first involvement with such a process, it will be a learning opportunity that I hope will lead to a more sessional-friendly Collective Agreement.

Sometime during this semester, a survey will be coming out which will allow faculty and staff to voice their concerns with the current Collective Agreement, and provide input as to what they would like to see in its next incarnation. However, you should feel free to contact me at any time if you have any questions or concerns regarding our next contract (or anything else for that matter), and I will bring them to the attention to the other members of the bargaining committee. I will keep you informed of our progress in this column, so be sure to check out the subsequent issues of *Words & Vision* for more informative articles by myself, and other members of the FSA Executive on news that affects employees of UFV.

While on the topic of contracts, I received my latest one in the mail during the second week of classes, so I would first like to commend Administration for making a concerted effort to get sessional contracts out in a timely manner. Secondly, on your contract you will notice a statement which indicates that you are entitled to a \$100.00 compensatory payment if any of your promised classes have been cancelled. In the past, it was up to you to seek out this money, but I have been informed that this should now be automatically distributed to you. If you have had a class cancelled and have not received this money, please get in touch with me and I will help you sort it out.

If you need to get in touch with me for any reason, you can email me at nrfrep@ufv.ca, and I will be happy to help you out. So enjoy the rest of our extended summer weather and best of luck during this first semester of the 2009/2010 academic year here at the University of the Fraser Valley!

Jeff Chizma

**Jeff has set up a special email address to keep in touch with his constituents.
Feel free to contact him with any questions or concerns at nrf.rep@ufv.ca**

An update on Parking - from Ian McAskill

No longer in the FSA treasury and still with the reflex to report something to the membership in the September Words & Vision, these days I can only write about our travails in facilities management. Coming into my second year, I am still on a steep learning curve. The work is enjoyable and my colleagues in facilities services keep me from making precipitous errors. There are many ongoing developments in facilities, matters to manage and stories to tell. In this September issue, parking management at the Abbotsford main campus seems an appropriate topic for the season, and one with some interesting new development.

Early in my time in Facilities, I learned that parking at UFV is only a really big issue when we don't have enough of it. By last year, our continuing (and welcomed) campus growth, neighbouring construction activity and restricted on street parking all conspired to create a real parking crunch. Our peak periods became most of the time. Coming into this fall, the situation is much improved: we now have over 100 additional spaces of our own with the completion of Lot 2A over this past summer. Sometime after Thanksgiving, a large municipal parking project will be completed on Gillis, providing over 200 new parking spaces (for a total of 245) on the west side. Already, students (and some employees too) have discovered the re-enabling of 185 on street parking spaces on Mackenzie, and on King Road south of Mackenzie. Together these measures have eased the parking crunch this September, certainly over what it would have been in comparison with the supply of previous years. Nevertheless, as we grow, the shortage of parking will return, and that remains a central focus in our future planning for public transit and car-pooling.

Another not-so-small parking matter concerns the rare but inevitable confluence of AE&SC events scheduled at the same time when we need our parking. This fall, there are four such event dates that we know of—all hockey games, on Tuesday and Wednesday evenings, Oct. 20, 21, and Nov. 17, 18. On these evenings, there will simply not be enough parking for all vehicles in the neighbourhood. We now have a strategy to manage this troubling spectre. The plan is quite simple to explain, but more difficult to execute.

Our strategy to manage university parking during event times can be summed up in three words: *protect, sell, reward*. Our first priority at event times is to protect our parking for university needs, without compromise. At the same time, if we have unused space, we consolidate and sell it on a lot by lot basis to obtain the highest possible value-added. Finally, the reward element in the strategy goes to students. Since security is in place in protected lots, we can reward students who car-pool (two or more in the vehicle) with free parking on event evenings. Naturally, entrants to protected lots will be checked. Students will be required to show they are students (so it will be important for students to get their ID cards in advance). Employees displaying their parking passes will also have clear access to protected parking at event times. During event times, whether there are classes on or not, parking pass holders will be able to park without additional expense, though at times they may be directed to a particular lot.

The twin strategies of protecting and selling parking space are carried out on an event-by-event and lot-by-lot basis. The highest valued lots for event parking are those closest to the arena, so if we determine we have space to sell, these are the obvious ones to sell. As a corollary, the lots protected for university use are all the others. Generally, at event times, we expect to sell Lot 2A and protect Lots 6-10. We sell or protect the other lots based on our own forecast demand for parking.



Since May, we have had our baptism in managing AE&SC event traffic and parking on our campus, at a few times even when some classes were in session. Admittedly, summer evenings and limited class activity have not severely tested our mettle in parking management; nevertheless, we have practiced, scrutinized and fine-tuned our strategies, and we now feel confident about our parking plan during event times.

At UFV we are fortunate in that our parking facilities are an asset which, when not used for university purposes, can generate considerable additional revenue in support of our educational mission. We are working hard to make it all work.

Ian McAskill

From the F.P.S.E. - Human Rights Rep.



Whew, what a busy start to the Fall semester! Hope everyone had a great Summer.

Since my last report, I attended the FPSE Annual General Meeting in May. This was my first time attending the FPSE AGM and it was a learning experience. There were lots of workshops and interesting plenary sessions.

One of the workshops that I attended was member-to-member conflict. We learned about the different types of conflict that could arise in a workplace setting, and the effect it has on the employee and his or her colleagues. Through role playing, the participants developed practices that could be applied to our own workplace environment.

In terms of human rights related issues, the Human Rights and International Solidarity Committee (HRISC) brought several resolutions before the AGM delegates. One of these was that “FPSE encourage pension plan trustees to work to ensure that FPSE human rights and international solidarity policies are respected in the investment policies and the Statement of Investment Policy and Procedures of the College Pension Plan.” This resolution was passed.

Another resolution that was successfully passed at this AGM was regarding the International Solidarity Fund (ISF) and the call for proposals. The HRISC asked “that in future the date for the call for proposals for ISF be moved up, in order to provide a greater window of opportunity for people to present proposals.” In the past two years, the call for proposals has usually come late, allowing locals little time to put together a proposal. So start thinking now for possible proposals for the International Solidarity Fund. If you know of a worthwhile organization or group in our international community who could benefit from this fund, please contact me so that we can put together a proposal.

One important resolution that was passed was on equity issues. The point was made that it is crucial for educational institutions to engage all faculty and staff in ensuring and advancing equity issues. Thus, the following resolution was passed: “That FPSE establish an Equity Sub-Committee of the HRISC and strongly encourage each local to establish an equity committee to ensure that PFSE equity policy is enacted and that FPSE undertake a review of collective agreement language for protection of equity issues for all FPSE members.”

Due to my busy schedule, Rhonda and I haven’t had the chance to meet yet to discuss the possibility of establishing an Equity Committee at UFV. We will be getting together soon but in the meantime, if this is your passion, we would love to hear from you.

I also wanted to inform you that CODEV is hosting a one day workshop called “**Building International Solidarity: Working for Strategic Change**.” This workshop will be held on Saturday, Oct. 17th from 9:30 am – 3:30pm at the Maritime Labour Centre. I am planning on attending, and if you are interested, please let me know.

Kulwant Gill

From the Occupational Health & Safety Co-Chair



As I write this I have yet to even attend my first meeting of the Occupational Health & Safety Committee, so what can I possibly include in this report? Well, I can tell you that people have been sending things my way ever since I was acclaimed to the position at the AGM last April – queries, concerns, flyers, etc. – and I wasn't even officially taking over the role until the FSA Executive retreat at the beginning of June.

But then I naively thought things would get fairly quiet over the summer and I'd have plenty of time to find out how the committee works and what my responsibilities are. Nope! Turns out there was one last meeting scheduled in June (who knew that some committees hold June meetings?) and I had to miss it because I was away at a conference. And then more queries, concerns, flyers, notices, suggestions, etc. right through the whole summer! Well, I probably stepped on some toes, and no doubt broke protocol all over the place, but I just reacted to situations that arose and responded as appropriately as I knew how at the time. Hopefully everybody will forgive me.

So now I'm quite excited about going to my first meeting and getting a better idea of how things *should* have been handled. That meeting will happen this coming Wednesday. I won't be the only "newbie" in attendance, either. You may have noticed the call for nominations that went out in late August. It seems that FSA reps serve a two-year term, and that term was expiring over the summer. So there was Tanja, our brand new FSA Administrative Assistant, being asked to send out the nomination call which she knew nothing about. And there was me, trying to help, but not knowing very much more. And now we'll have several new FSA reps on the committee, all of us learning the ropes at the same time. At least none of us need feel out of place – we'll have lots of company. Thank goodness for the few ongoing committee members who will give us a bit of guidance.

And now there's a job posting on the web for a "Manager, Occupational Health and Safety" (exempt). I guess that will be the co-chair for the management side. Dianne Hicks has been shouldering that responsibility along with all the rest of what she does. Looks like it has just become more than anybody could possibly expect to handle off the side of a desk, as is the case with so many other things at this institution.

Yes, should be quite an interesting and exciting year. If there is anything you are aware of that you feel needs to be addressed, please feel free to contact me. The more I can do, the more I can learn.

Kathy Gowdridge

2009 Faculty / Staff Giving Campaign

Faculty and Staff become Lifesavers!

This year marks UFV's first staff and faculty giving campaign to raise funds directly for students through a staff/faculty bursary fund and an emergency fund should they experience serious financial difficulties due to sudden and unexpected situations.

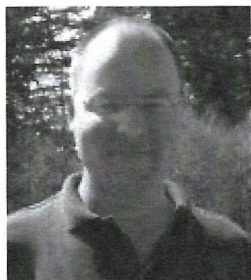
"These funds will go a long way towards helping students so that they have the opportunity to obtain an education, regardless of their financial circumstances," says Ryan Koch, acting director of development. "We have already raised over \$15,000 from approximately 50 staff and faculty and we're only half-way through our campaign [as of fall of 2009]. Having the support of alumni is equally important and we hope that the dedication of our staff and faculty will encourage alumni to support students through bursaries and scholarships."

According to Koch, this campaign will help UFV raise the profile of the urgent need for bursaries and scholarships and show potential donors that staff and faculty support our students. "This is such a great way to help students, especially when they really need it. It's particularly important because so often no other money is readily available to students in emergency situations," says Darryl Plecas, campaign ambassador and RCMP university research chair in the School of Criminology and Criminal Justice, who has actively recruited many colleagues to support the campaign.

For more information, please visit the campaign website at www.ufv.ca/lifesaver. To make a donation or to find out about other opportunities to help students, visit www.ufv.ca/giving or call the Development Office at (604) 854-4595.

*Melissa Beedle, Development Writer
University of the Fraser Valley*

From the Secretary-Treasurer



I would like to take this opportunity to introduce myself.

My name is Sean Parkinson and I started teaching economics at UFV in the fall semester of 2000. I have enjoyed serving on several committees in my time at UFV and this is my first time working on the FSA executive. It is my pleasure to serve as Secretary-Treasurer.

After being acclaimed to the position of Secretary-Treasurer I read through the FSA constitution to figure out my duties as an FSA officer. The FSA constitution states:

“The Secretary-Treasurer shall have the books of the Association reviewed each year by a registered accountant selected and approved by the Executive Committee. Such reviews shall be furnished annually to the Executive Committee and published to the membership.” To fulfill this duty in part our accountant, Hannah Barton, CGA, conducted a year-end review of our books.

In this issue of *Words & Vision* you will see Hannah’s letter to the members along with Statements of Financial Position, Operation and changes in Net Assets. Her full report is available for review in the FSA office. You will see these documents again at the next AGM where there will be a motion to receive the report.

My next written contribution will be the mid-year budget and expenditure report. Until then, if you have any questions or concerns relating to the financial position of the FSA please let me know. I can be reached at the Abbotsford Campus local 4301.

Sean Parkinson

See Financial Statements on pages 17 & 18

***New on the
FPSE
Website!***

Follow the link on the FSA webpage at www.ufv-fsa.ca

**“Credibility Crunch Undermines Post-Secondary Goals”
&
“2009 BC Budget Backgrounder”**

Financial Statements

REVIEW ENGAGEMENT REPORT

To the Members of **UFV Faculty & Staff Association** (Formerly UCFV Faculty & Staff Association)

I have reviewed the statement of financial position of UFV Faculty & Staff Association, formerly UCFV Faculty & Staff Association, as at March 31, 2009 and the statements of operations and changes in net assets for the year then ended. My review was made in accordance with Canadian generally accepted standards for review engagements and accordingly consisted primarily of enquiry, analytical procedures and discussion related to information supplied to me by the Association.

A review does not constitute an audit and consequently I do not express an audit opinion on these financial statements.

Based on my review, nothing has come to my attention that causes me to believe that these financial statements are not, in all material respects, in accordance with Canadian generally accepted accounting principles.

Abbotsford, British Columbia
June 24, 2009

Hanna Barton & Company Ltd.
CERTIFIED GENERAL ACCOUNTANT

UFV FACULTY & STAFF ASSOCIATION

(Formerly UCFV Faculty & Staff Association)

Statement of Financial Position

March 31, 2009

(Unaudited)

	2009	2008
ASSETS		
CURRENT		
Cash	\$ 12,658	\$ 640
Term deposits (Note 3)	110,114	106,776
Accounts receivable	56,310	53,415
Accounts receivable from employees	-	2,250
Interest receivable	1,720	1,812
Prepaid expenses	600	600
	181,402	165,493
CAPITAL ASSETS (Note 4)	18,725	22,023
LONG TERM INVESTMENTS (Note 5)	197,247	245,448
	\$ 397,374	\$ 432,964
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable and accruals	\$ 49,152	\$ 61,369
NET ASSETS		
Invested in capital assets	18,725	22,023
Unrestricted	329,497	349,572
	348,222	371,595
	\$ 397,374	\$ 432,964

Financial Statements (Continued)

UFV FACULTY & STAFF ASSOCIATION

(Formerly UCFV Faculty & Staff Association)

Statement of Operations

Year Ended March 31, 2009

(Unaudited)

	2009	2008
REVENUE		
Dues	\$ 642,298	\$ 607,607
AGM and social revenues	4,175	4,125
Investment income	6,590	20,493
	653,063	632,225
EXPENSES		
Amortization	4,681	5,506
Annual general meeting	2,997	2,198
Committee expenses	672	-
Communications	3,520	6,164
Delegate and seminar fees	4,270	2,801
Donations	5,597	4,669
Federation of Post Secondary Educators fees	301,114	283,901
Fitness Challenge	4,000	4,000
Fraser Valley Labour Council	2,400	2,200
Membership recognition	7,545	7,606
Office and miscellaneous supplies	15,031	12,544
Professional fees	9,182	9,879
Release time	173,697	158,138
Retreats	6,608	9,346
Salaries and wages	78,891	77,488
Socials	7,441	7,081
Travel and entertainment	3,648	3,443
	631,294	596,964
EXCESS OF REVENUE OVER EXPENSES FROM OPERATIONS	21,769	35,261
OTHER INCOME (EXPENSES)		
Write-down of long-term investments	(45,142)	-
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES	\$ (23,373)	\$ 35,261

UFV FACULTY & STAFF ASSOCIATION

(Formerly UCFV Faculty & Staff Association)

Statement of Changes in Net Assets

Year Ended March 31, 2009

(Unaudited)

	Invested in capital assets	Unrestricted	2009	2008
NET ASSETS - BEGINNING OF YEAR	\$ 22,023	\$ 349,572	\$ 371,595	\$ 336,334
Deficiency of revenue over expenses	(3,298)	(20,075)	(23,373)	35,261
NET ASSETS - END OF YEAR	\$ 18,725	\$ 329,497	\$ 348,222	\$ 371,595

**Mark your calendar for the
social event of December!**

UFV-FSA Christmas

Holiday Dinner & Dance

Saturday, December 5th, 2009

Langley Banquet Hall (264th Street & Fraser Highway)

If you attended last year and have suggestions about improving the event, please email your comments to the Social Committee Chair mandy.kleplic@ufv.ca. If you did not attend, please let me know what would entice you to come this year.

The Social Committee will be meeting in October and November and we need your input, comments and suggestions.



Many thanks!

Mandy Klepic, Social Committee Chair

FSA Contacts For 2009/2010

POSITION		LOCAL
President	Rhonda Snow	4061
Past President	Scott Fast	4444
Faculty Vice-President	Molly Ungar	4764
Staff Vice-President	Isabel Hay	4034
Contract Administrator (Faculty)	Curtis Magnuson	4085
Contract Administrator (Staff)	Heidi Tvete	4593
Contract Chair	Virginia Cooke	4516
Secretary/Treasurer	Sean Parkinson	4301
Communications Chair	Hilary Turner	4466
Agreements Chair	Wendy Burton	4627
JCAC Co-Chair	Shannon Draney	5402
JPDC Co-Chair	Moira Kloster	4320
OH&S Co-Chair	Kathy Gowdrige	6311
Social Committee Chair	Mandy Klepic	6333
FPSE REPS		
Status of Women	Lori Wirth	4006
Human Rights	Kulwant Gill	4578
Non-Regular Employees Co-Chairs	Jeffrey Chizma	4228
OFFICE ADMINISTRATION		
Member Services & Procedures	Tanja Rourke	4530
Finance	Harman Grewal	4475

What's New on the FPSE Calendar

Check out these updates on the FPSE website: www.fpse.ca

OCTOBER 2nd - 4th

BARGAINING CONFERENCE

Oct 2nd & 3rd:

Contract Administrator Review Committee

Curtis Magnuson will attend.

Bargaining Coordination Committee

Virginia Cooke and Rhonda Snow will attend.

Oct 4th:

Workshops on University Contract Language

Rhonda Snow, Virginia Cooke, Hilary Turner and Curtis Magnuson will attend.

Words & Vision

Newsletter of the UFV Faculty and Staff Association

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Hilary Turner, Editor
Tanja Rourke, Layout

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Contributions and ideas are welcome from all members.
Email: Hilary.Turner@ufv.ca